


INTERNET
FORM NLRB-601
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACECase
30-CA-105123Date Filed
May 14, 2013**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MACPYLES PARTNERSHIP dba McDonalds at 10 Milwaukee area franchises		b. Tel. No. (414) 760-8951
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 5001 W. Mill Road Milwaukee, WI 53218	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail
		h. Number of workers employed 650
i. Type of Establishment (factory, mine, wholesaler, etc.) fast food franchisor	j. Identify principal product or service food	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about May 1, 2013, the employer has interfered with, restrained, and coerced employees in the exercise of rights guaranteed by the NLRA by maintaining overly broad rules and policies which explicitly provide that it is a dischargeable offense for employees to engage in protected concerted activities, including but not limited to discussion among employees about their "employment, termination, performance write ups, suspensions, and any information regarding an individual's status of employment." (Handbook, p. 6).		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Milwaukee Workers Organizing Committee		
4a. Address (Street and number, city, state, and ZIP code) 260 E Highland Ave Milwaukee, WI 53202		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Milwaukee Workers Organizing Committee		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  (signature of representative or person making charge)		Tel. No. 414 271-8650
Richard Saks, Attorney (Print/Type name and title or office, if any)		Office, if any, Cell No. 414 331-4405
		Fax No. 414 271-8442
222 E. Erie St., P.O. Box 442, Milwaukee, WI 53201 Address		e-Mail rsaks@hq-law.com
May 14, 2013 (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment:**MacPyles Milwaukee Area McDonald's Franchises**

1. 7170 N. Teutonia
2. 8100 W. Brown Deer Rd.
3. 9120 N. Green Bay Rd.
4. 5739 W. Silver Spring Dr.
5. 5191 N. Teutonia Ave.
6. 7451 W. Appleton Ave.
7. 11313 W. Silver Spring Dr.
8. 8220 W. Hampton Ave.
9. 4925 W. Hampton Ave.
10. 2455 W. Wisconsin Ave.

RECEIVED
MLRB
2013 MAY 14 PM 3:43
MILWAUKEE, WI
REGION 30



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 30
310 W WISCONSIN AVE
STE 700W
MILWAUKEE, WI 53203-2281

Agency Website: www.nlr.gov
Telephone: (414)297-3861
Fax: (414)297-3880

May 15, 2013

(b) (6), (b) (7)(C)

MACPYLES PARTNERSHIP DBA MCDONALDS
AT 10 MILWAUKEE AREA FRANCHISES
5001 WEST MILL ROAD
MILWAUKEE, WI 53218

Re: Macpyles Partnership dba McDonalds at 10
Milwaukee area franchises
Case 30-CA-105123

Dear **(b) (6), (b) (7)(C)**:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ANDREW S. GOLLIN whose telephone number is (414)297-3867. If this Board agent is not available, you may contact Supervisory Attorney ANITA C. O'NEIL whose telephone number is (414)297-3900.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

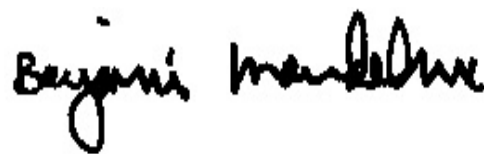
We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Benjamin Mandelman". The signature is written in a cursive, somewhat stylized font.

BENJAMIN MANDELMAN

Acting Regional Director

Enclosures:

Macpyles Parnership dba McDonalds at 10 - 3 -
Milwaukee area franchises
Case 30-CA-105123

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

Macpyles Partnership dba McDonalds at 10 Milwaukee area franchises

CASE NUMBER

30-CA-105123

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**MACPYLES PARTNERSHIP DBA
MCDONALDS AT 10 MILWAUKEE AREA
FRANCHISES**

Charged Party

and

**MILWAUKEE WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 30-CA-105123

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on May 15, 2013 , I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

Macpyles Partnership dba McDonalds at 10
Milwaukee area franchises
5001 West Mill Road
Milwaukee, WI 53218

May 15, 2013

Date

June Czarnezki, Designated Agent of
NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 30
310 W WISCONSIN AVE
STE 700W
MILWAUKEE, WI 53203-2281

Agency Website: www.nlr.gov
Telephone: (414)297-3861
Fax: (414)297-3880

May 15, 2013

MILWAUKEE WORKERS ORGANIZING
COMMITTEE
260 EAST HIGHLAND AVE
MILWAUKEE, WI 53202

Re: Macpyles Partnership dba McDonalds at 10
Milwaukee area franchises
Case 30-CA-105123

Dear Sir or Madam:

The charge that you filed in this case on May 14, 2013 has been docketed as case number 30-CA-105123. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge will be investigated by Field Attorney ANDREW S. GOLLIN whose telephone number is (414)297-3867. If the Board agent is not available, you may contact Supervisory Attorney ANITA C. O'NEIL whose telephone number is (414)297-3900.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

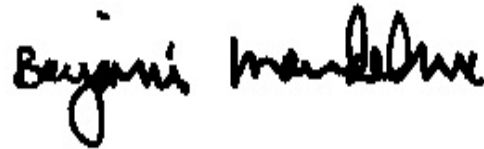
Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Benjamin Mandelman". The signature is written in a cursive, somewhat stylized script.

BENJAMIN MANDELMAN
Acting Regional Director

cc: RICHARD SAKS, ESQ.
HAWKS QUINDEL, S.C.
222 E ERIE ST
STE 210
MILWAUKEE, WI 53202-6000

HAWKS QUINDEL, S.C.

222 East Erie Street, Suite 210
Post Office Box 442
Milwaukee, Wisconsin 53201-0442

Tele (414) 271-8650
Fax (414) 271-8442

FACSIMILE TRANSMISSION

DATE: May 14, 2013

NLRB -- Region 30
TO: Benjamin Mandelman, Acting Regional Director FAX #: 414 297-3880

FROM: Richard Saks

RE: ULP Charges Filed by Milwaukee Workers Organizing Committee

FILE #:

Any problems or questions with this transmittal
should be directed to at (414) 271-8650.

Total number of pages
including cover sheet: 17

Original to follow via U.S. Mail? yes

ADDITIONAL COMMENTS:

**THE INFORMATION CONTAINED IN THIS FACSIMILE IS INTENDED ONLY FOR THE
PERSONAL AND CONFIDENTIAL USE OF THE DESIGNATED RECIPIENT NAMED ABOVE.**

This message may be an attorney-client communication, and as such, is privileged and confidential. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, you are hereby notified that you have received this document in error, and that any review, dissemination, distribution or copying of this message is strictly prohibited. If you have received this communication in error, please notify us immediately by telephone and return the original message to us by mail. Thank you.

ATTORNEYS AT LAW

HAWKS QUINDEL, S.C.

222 East Erie Street, Suite 210
P.O. Box 442
Milwaukee, WI 53201-0442

MILWAUKEE OFFICE

SHAREHOLDERS
Katherine L. Charlton
Timothy E. Hawks
Summer H. Murshid
Barbara Zuck Quindel
Israel Ramon
Richard Saks
Daniel R. Schoshinski
Amy L. Shapiro
B. Michele Sumara414-271-8650
Fax 414-271-8442
www.hq-law.com
Offices also in MadisonEMERITUS
Richard PerryASSOCIATES
Lyris Medrano
Kashoua Young

May 14, 2013

OF COUNSEL TO FIRM
Walter F. Kelly
Robert J. Lerner
Howard N. Myers
Vicki Schaut
Jeffrey P. SweetlandVIA FAX (414) 297-3880 & REG. MAILActing Regional Director Benjamin Mandelman
National Labor Relations Board – Region 30
310 West Wisconsin Avenue, Suite #700
Milwaukee, WI 53203-2211**Re: Filing of Unfair Labor Practice Charges by Milwaukee
Workers Organizing Committee**

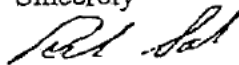
Dear Acting Regional Director Mandelman:

Please find enclosed for filing six (6) unfair labor practice charges by the
Milwaukee Workers Organizing Committee, including the following:

1. V & J Foods, Inc dba Burger King at 8404 W. Brown Deer Rd;
2. V & J Foods, Inc. dba Burger King at 5120 W. Capitol Dr.;
3. V & J Foods, Inc. dba Burger King at 15 Milwaukee area sites;
4. Cennak Fresh Markets;
5. Bridgeman Foods, Inc. dba Wendys at 12 Milwaukee area sites;
6. MacPyles Partnership dba McDonalds at 10 Milwaukee sites.

I have attached the relevant handbook provisions to those charges filed against
Bridgeman Foods, MacPyles, and V & J Foods. If you have any questions, please contact
me directly. Thank you.

Sincerely



Richard Saks

RS (b)(6)

Encls.

Cc: (b) (6), (b) (7)(C), MWOC

RECEIVED
NLRB
2013 MAY 14 PM 3:45
MILWAUKEE REGION 30

Professionalism 5 Careless or negligent failure to observe any written regulation or order prescribed by proper authority and violation of regulations where the safety of person or property is endangered is considered dereliction of duty and will constitute grounds for immediate dismissal.

Professionalism 6 Managers on or off duty are to be considered proper authority in relation to all store matters.

Professionalism 7 Off duty personnel should not loiter in/around restaurant more than 10 minutes before or after a work shift. An exception may be permitted by the manager if the employee is waiting for a pre-arranged ride. If the employee disrupts or distracts the performance the crew or management, he/she will be asked to vacate the store premises immediately.

Professionalism 8 Your friends are not allowed to 'hang out' at the restaurant.

Professionalism 9 Employees are not to 'hang out' at other McDonald's while in uniform.

Professionalism 10 Employees are not to chew gum while on duty.

Professionalism 11 NO alcoholic beverages or drugs (mood altering chemicals) are allowed on the premises at any time. If you observe anyone having drugs or liquor on store property, you must immediately notify a manager. If you have an accident on the job, a blood test must be taken. Also, you may be asked to take a blood test if your behavior warrants it.

Professionalism 12 Cell phones must be turned off while on the clock. Using a cell phone while punched in will be grounds for termination.

Professionalism 11 Confidentiality of information is required due to the sensitivity of some of the information we handle and are responsible for. If you are found sharing sensitive or confidential information with anyone other than your direct manager, you may be immediately terminated.

Professionalism 12 Confidential information includes employment, termination, performance write ups, suspensions, and any information regarding an individual's status of employment. Managers and employees are prohibited from openly discussing or sharing issues regarding another person's employment status. If you are found sharing sensitive or confidential information with anyone other than your direct manager, you may be immediately terminated.

Professionalism 13 Confidential information includes an employee's health-related information. Employees and managers are prohibited from openly discussing or sharing information regarding another employee's health condition or reason for time off to take care of medical conditions for themselves or members of their family. If you are found sharing sensitive or confidential information with anyone other than your direct manager, you may be immediately terminated.

MACPYLES MCDONALD'S

This CREW MEMBER HANDBOOK is intended to define the policies and procedures used as work/business practices at all MacPyles McDonald's locations. This independent McDonald's franchise reserves the right to amend or modify the policies in this handbook, and other policies of this McDonald's franchise at any time without prior notice. These policies do not create any contractual obligations between this McDonald's franchise and its employees. At this independently owned and operated McDonald's franchise, your employment is at will. This means that you are free to terminate your employment at any time, for any reason, and this McDonald's franchisee retains the same right. The McDonald's franchisee is the only person who can make an exception to this, and it must be in writing and signed by the Owner/Operator.

Please write your **INITIALS** on the short line provided under each policy to indicate your understanding of and agreement to the policy. Ask the orientation manager any questions you have.

Employee's Signature

Date

RECEIVED
MLRB
MAY 14 PM 3:44
REGION 30

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

McDonald's continues to believe in and reaffirm its long standing policy of providing fair and equal opportunities to all employees and prospective employees. We will continue to provide and ensure equal access to jobs, promotions, transfers, pay increases, training and development opportunities.

YOUR EMPLOYMENT

Your employment 1 You are being hired as a part time employee. _____

Your employment 2 Employees are sometimes asked to transfer to another store if staff is needed. _____

Your employment 3 If you request a transfer, the request will be reviewed by the supervisors and store managers involved. You are not guaranteed a transfer. _____

PAYROLL

Payroll 1 Employees are paid on a Visa debit pay card. _____

Payroll 2 Direct deposit is available as an option for 40 cents per pay period. _____

Payroll 3 Salaries are paid every other Friday. _____

Payroll 4 When terminated or quit, you are to turn in all uniform pieces and keys into the office and fill out an exit letter. _____

Payroll 5 When terminated or quit, your salary will be in a **check** and **held at the office** for you to pick up payday Friday from 9am to 4pm. _____

From: [Gollin, Andrew S.](#)
To: rsaks@hq-law.com
Cc: [O'Neil, Anita C.](#)
Subject: 30-CA-105141 (Bridgeman Foods) and 30-CA-105123 (Macpyles Partnership)
Date: Thursday, May 16, 2013 12:27:09 PM

Mr. Saks:

I left a message for you yesterday regarding the above charges. Please provide me the dates and times your witnesses are available to come to our offices next week to give in affidavit regarding the alleged violations. I then will confirm with you on my availability.

Thank you,

Andrew Gollin



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 30
310 W WISCONSIN AVE
STE 700W
MILWAUKEE, WI 53203-2281

Agency Website: www.nlrb.gov
Telephone: (414)297-3861
Fax: (414)297-3880

Agent's Direct Dial: (414)297-3867

May 17, 2013

(b) (6), (b) (7)(C)

Macpyles Partnership dba McDonalds at 10 Milwaukee area franchises
5001 West Mill Road
Milwaukee, WI 53218

Re: Macpyles Partnership dba McDonalds at 10
Milwaukee area franchises
Case 30-CA-105123

Dear (b) (6), (b) (7)(C):

As you are aware, I am assigned to investigate the above-referenced unfair labor practice charge. I am writing this letter to advise you that it is now necessary for me to take evidence from you regarding the allegations raised in the investigation of the above-captioned matter.

Allegations: The allegations for which I am seeking your evidence are as follows. The charge alleges that since on or about May 1, 2013, the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the National Labor Relations Act by maintaining overly broad rules and policies which explicitly provide that it is a dischargeable offense for employees to engage in protected concerted activities, including, but not limited to, discussion among employees about their "employment, termination, performance write ups, suspensions, and any information regarding an individual's status of employment."

Board Affidavits: I am requesting to take affidavits from individuals you believe have information relevant to the investigation of the above-captioned matter. If you do not allow the Board agent to take sworn affidavits from representatives who may have relevant information, the Agency will consider that to constitute less than complete cooperation in the investigation of the charge.

In the event you elect not to provide affidavits, please provide a detailed position statement responding to the allegations. Please also provide copies of all rules and policies applicable to employees in their employment. Please provide any documentation regarding employees who have been disciplined or discharged within the last six months for violating the above-cited rule.

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you are requested to present your evidence in this matter by May 31, 2013. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not

May 17, 2013

required. To file electronically, go to **www.nlr.gov**, select **File Case Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by that time or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (414)297-3867, or e-mail, andrew.gollin@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

/s/ Andrew S. Gollin
ANDREW S. GOLLIN
Field Attorney

From: [Gollin, Andrew S.](#)
To: [O'Neil, Anita C.](#); [Mandelman, Benjamin](#)
Subject: FW: 30-CA-105141 (Bridgeman Foods) and 30-CA-105123 (Macpyles Partnership)
Date: Wednesday, May 22, 2013 12:35:00 PM

Anita and Ben:

As you can see below, Mr. Saks has requested to withdraw the charges regarding the policies. (b) (5)
(b) (5) As a result, he
wants to withdraw both charges.

Andrew Gollin

From: Richard Saks [<mailto:rsaks@hq-law.com>]
Sent: Tuesday, May 21, 2013 3:09 PM
To: Gollin, Andrew S.
Subject: RE: 30-CA-105141 (Bridgeman Foods) and 30-CA-105123 (Macpyles Partnership)

Andy

The union hereby voluntarily withdraws the charges in the two handbook cases, 30-CA-105141 (Bridgeman Foods) and 30-CA-105123 (Macpyles Partnership). Let me know if you require anything else to memorialize the withdrawal. Thank you.

Rich Saks

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PLEASE NOTE: The information in this email is privileged, confidential and protected from disclosure. If you have received this email in error or are not the intended recipient, you may not use, copy or disclose this message or any information contained in it to anyone. Please notify the sender by reply email and delete the message.
Thank you.

Please note new email address:

rsaks@hq-law.com

Richard Saks
Hawks Quindel, S.C.
222 E. Erie St. -- 2nd Floor
Milwaukee, WI 53201-0442
Phone: (414) 271-8650
Fax: (414) 271-8442

Gollin, Andrew S.

From: Richard Saks [rsaks@hq-law.com]
Sent: Tuesday, May 21, 2013 3:09 PM
To: Gollin, Andrew S.
Subject: RE: 30-CA-105141 (Bridgeman Foods) and 30-CA-105123 (Macpyles Partnership)

Andy

The union hereby voluntarily withdraws the charges in the two handbook cases, 30-CA-105141 (Bridgeman Foods) and 30-CA-105123 (Macpyles Partnership). Let me know if you require anything else to memorialize the withdrawal. Thank you.

Rich Saks

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Thank you.

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222 E. Erie St. -- 2nd Floor
Milwaukee, WI 53201-0442
Phone: (414) 271-8650
Fax: (414) 271-8442

*Withdrawal Approval
Begin minutes / law
Acting Regional Director
5/22/13*



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 30
310 W WISCONSIN AVE
STE 700W
MILWAUKEE, WI 53203-2281

Agency Website: www.nlr.gov
Telephone: (414)297-3861
Fax: (414)297-3880

May 22, 2013

(b) (6), (b) (7)(C)

Macpyles Partnership dba McDonalds
5001 West Mill Road
Milwaukee, WI 53218

Re: Macpyles Partnership dba McDonalds
Case 30-CA-105123

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Benjamin Mandelman

BENJAMIN MANDELMAN
Acting Regional Director

cc: Richard Saks, Esq.
Hawks Quindel, S.C.
222 E Erie St, Ste 210
Milwaukee, WI 53202-6000

Milwaukee Workers Organizing Committee
260 East Highland Ave
Milwaukee, WI 53202